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**Summary of Tentative Agreement**

**Reached for ABHS 2025-2027 CBA**

This is a summary that highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) and American Behavioral Health Systems (ABHS). It does not cover every article or every provision.

**MAJOR GOALS**

**Major goals achieved include:**

* **Despite challenging and uncertain budget projections, particularly related to Medicaid and state funding**, the contract secures a general wage increase of 4% in 2025, and an agreement to reopen the contract before July 2026 to bargain compensation for the second year of the Agreement.
* Employees with 2 or more years of service will also receive an additional 25 cent per hour increase on July 1, 2025, which brings many up to about a 5% increase!
* The contract ensures that ABHS will increase employer contributions to employee healthcare costs, lowering monthly costs for employees, and adds two new FSA benefits for health and dependent care!
* Longevity increases were given greater permanency and are now a part of the contract, providing bonuses to all with 1 or more years of service!
* **Major** increases to vacation leave accrual and sick leave accrual!
* Increases to Med Cart pay, and all shift differentials. Employees are eligible for ALL differentials for which they qualify– meaning they stack!
* Indigenous Peoples’ Day is now a paid holiday, bringing the total to 12 paid holidays plus a personal holiday each year!
* **Plus, many, many more economic and non-economic improvements!** See the full tentative agreement for details.

**Union Members - Please VOTE to ratify this agreement!**

**Your ABHS Bargaining Team recommends you   
VOTE YES TO ACCEPT this Agreement!**

**COMPENSATION HIGHLIGHTS**

See **Major Goals** won on page 1 of this summary! In addition to all of those incredible gains, we achieved:

**Article 29 – Compensation**

* Employees are now eligible for all differentials for which they qualify, and those differentials will stack.
* Medication Cart Assignment pay increased from $1.50 to $2.00 per hour.
* Evening shift differential increased from $1.00 to $1.50 per hour.
* Night shift differential increased from $2.00 to $2.50 per hour.
* Weekend shift differential increased from $2.00 to $2.50 per hour.
* Longevity increases were given greater permanency and are now a part of the contract, providing bonuses to all with 1 or more years of service as follows:
  + Anniversary year 1 and 2: $250.00
  + Anniversary year 3 and 4 $300.00
  + Anniversary year 5 through 9 $500.00
  + Anniversary year 10 and each year thereafter $1,000.00

**Article 28 – Health Care Benefit Amount/Benefits MOU**

* Maintained or lowered employee contributions to health insurance plans.
* Two new Flexible Spending Account options available to employees for health and dependent care needs.

**NON-COMPENSATION HIGHLIGHTS**

**Article 3 – Dues Deduction/Status reports**

* Personal emails will be provided to WFSE from ABHS, if available, enabling WFSE to better communicate with you – our members.

**Article 4 – Union Activities**

* The three-day notice period for stewards to perform representational duties was eliminated, achieving more flexibility for stewards
* Increased the number of union members allowed to be on the contract negotiation team from seven to eight.

**Article 6 – Hiring and Appointments**

* Increased the amount of time new open positions are posted internally from three days to four days.
* Eliminated barriers for internal promotional candidates (multiple disciplinary actions within the past 6 months needed for employer to deny promotion)!
* Protection for full-time employees 40-hour work week. Hours cannot be reduced if there are on-call or temporary employees working.

**Article 7 – Hours of Work and Overtime**

* Temporary schedule change notice time increased from 7 to 10 days.
* Permanent schedule change notice time increased from 10 to fourteen 14 days.

**Article 8 – Employee Training and Development**

* Increased contract training hours for stewards on work time from 4 to 8!
* Struck the language about the employer paying 50% for certifications, meaning it is now 100% for all licensure and certifications!

**Article 10 – Employee Files**

* The retention period for discipline is reduced from 3 years to 1 year!

**Article 11 – Employee Privacy**

* **Brand new section** providing important protections against electronic surveillance in the workplace!

**Article 13 – Discipline**

* The retention period for corrective action is reduced from 1 year to 6 months!

**Article 14 – Safety and Health**

* Clarified section 14.2 to make it clear that staffing levels must be both “safe and adequate” AND meet all regulatory requirements.

**Article 15 – Employee Leave**

* Effective July 1, 2025, you are no longer prohibited from using any leave during your notice period to cash out vacation!
* Effective January 1, 2026, a brand-new vacation leave system is put into place that:
  + Dramatically increases leave accruals throughout employment with ABHS – tops out at over 330 hours after just 8 years!
  + Eliminates PAR and provides leave without extra requirements through increased accruals, all while protecting existing PAR balances.
  + Allows cash out at separation without limitations.
  + Allows carryover of 320 hours!
  + Allows annual cash out at any time during the year!
* Increased sick leave by 50% (from four hours to approximately 6 hours)!
* Allows carryover of 156 hours of sick leave – nearly double!
* Improved sick leave cash out language.

**Article 16 – Holidays**

* Indigenous Peoples’ Day is now a paid holiday, bringing the total to 12 paid holidays plus a personal holiday each year!

**Article 19 – Seniority**

* New notice requirements for the posting of seniority lists.

**Article 21 – Employee Travel**

* New protections ensuring employees using company vehicles will no longer have to pay out of pocket for parking expenses!

**Article 24 – Employee Rights**

* Increased the notice period for temporary duty station changes from 3 to 7 days.

**Article 26 – Union Management Committee**

* Increased the number of Union team members from 6 to 8 to better represent the growing workforce of ABHS!

**Your ABHS Bargaining Team recommends you   
VOTE YES TO ACCEPT this Agreement!**

Not a member, but want to vote? It’s not too late!

You can join here: [Join | AFSCME Council 28 (WFSE)](https://www.wfse.org/join)